Convoy Dispatch

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — July 2007 # 244

Is Hoffa Giving Up On Our Master Contracts?

Master contracts are the foundation of our union's power. Will Hoffa let that foundation crumble?

And what can concerned Teamsters do about it?

Master contracts cover about 25 percent of Teamsters, but they set standards for the majority. They are the foundation of Teamster power.

Jimmy Hoffa Sr. understood this principle and built up our national contracts. Is Hoffa Jr. giving up on the master contracts that were his father's greatest legacy?

Just look at the warning signs that are flashing at us right now.

UPS. The Hoffa administration claimed early bargaining would deliver stronger pension and health benefits. But top officials are leaking that Hoffa may go along with UPS's proposal to break up the Central States Pension Fund.

CARHAUL. The Hoffa administration has allowed 3,300 carhaulers, nearly 40 percent of Teamsters covered by the contract, to have their wages slashed to 17.5 percent below union scale—and frozen for years. This has happened even as billionaire Ron Burkle has taken over 60 percent of the industry.

FREIGHT. Freight division leaders openly question whether Hoffa has given up on this core industry. ABF's CEO is promoting a scheme to bust out of Teamster pension plans and set up a company pension, or even just a 401(k).

DHL. IBT insiders report that Hoffa will allow DHL out of the National Master Freight Agreement.

UPS FREIGHT. Over a year ago Hoffa claimed a national card-check agreement would soon unionize 15,000 UPS Freight employees. Now management is playing hardball and attacking our union—and union officials in freight are concerned that Hoffa will give up Teamster standards to get the company under a contract.

UPS CARTAGE. Hoffa's so-called "master" contract leaves substandard wages in place and no protection against subcontracting.

Master Contracts: Fact From Fiction

A true master contract uses our union's national power to raise all Teamsters up to the highest level.

What the Hoffa administration calls a "master contract" is any contract that covers multiple locations, even if there's no Teamster pension, the wages vary by location, and the conditions are inferior to our national standards.

Hoffa's "master contracts" mean drastically lower wages (carhaul, UPS Cartage), undercutting our national standards (DHL and UPS Freight), and potentially even busting up our pension plans (UPS, freight, and UPS Freight).

Rank and File Can Make a Difference

Our Right to Vote on contracts gives members the power to prevent Hoffa from selling out our national contracts. But rank-and-file Teamsters need to be informed and united to use the power in our hands.

In carhaul, members nearly voted down Hoffa's massive givebacks, but we fell just 2 percent short. With just a little more rank-and-file involvement, a 17.5 percent wage cut could have been prevented.

Do you want to be part of a movement to defend our contracts and rebuild our union's power? Or do you want to sit on the sidelines?

Contact Teamsters for a Democratic Union today to find out how rank-and-file Teamsters can stand up for our contracts and the future of our union.

UPS and ABF Take Aim at Teamster Pensions

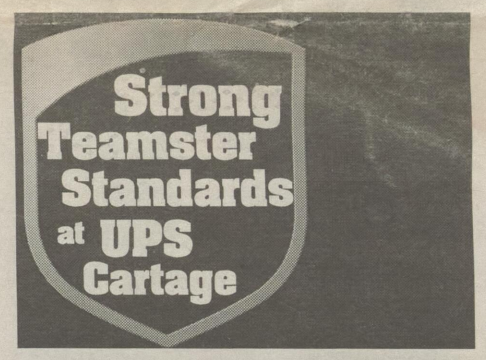
The truth about the corporate pension pullouts that would put your retirement at risk. **Page 7.**

Substandard Deal at UPS Freight?

In a letter to all employees, UPS Freight management attacks our union organizing drive and says there will be no master Teamster contract. **Page 5.**

DHL to Break Out of the NMFA?

Will the Hoffa administration let DHL undermine our standards under the guise of a new 'master' contract? **Page 5.**



Teamster Standards at UPS Cartage Services

With contract talks underway, now is our chance to end substandard wages and conditions at UPS CSI. **Page 4.**

Letters From Our Members

New York: Thousands of CWA and IBEW members rallied at Verizon HQ on June 28. The union members are fighting union-busting at Verizon Business, the former MCI. They're also calling on Verizon to stop the sale of some of its operations in New England—a move that could hurt telephone service. This rally kicked off CWA and IBEW's year-long contract campaign. The Verizon contract expires next year.

Hoffa Sells Labor Peace on the Cheap

It's time we faced up to the number one problem in our union. The problem is a lack of leadership coming from Junior Hoffa and his associates.

These parasites don't want to have their sleeping arrangements disturbed.

They sell labor peace on the cheap, rather than working for the dues-paying members' concerns.

Keep up the battle for a democratic Teamsters Union. We're behind you.

Delmar Bequette
Roadway, Local 600
New Douglas, Ill.

We Were Deceived

I am an Allied carhaul Teamster, and I am so furious at the outcome of the concession vote. The voters were tricked into believing that CEO Hugh Sawyer would be fired if we voted to accept the concessions.

Instead, Hugh got a big chunk of money at one time that will take me over 15 years to make at this job, and they want us to give up 15 percent. By the end of the 3 years, we will be behind even more. With just a handful more of No votes, the concessions would have been voted down. The deception about Sawyer made the difference. I think we should get to re-vote, since we were deceived.

Jerry Barnes
Allied, Local 332
Flint, Mich.

Remember the 'Best Contract Ever?'

Remember the "Best Contract Ever" in 2002? Now comes an even bigger insult to union membership—UPS pulling out of Central States.

We shouldn't even consider allowing UPS to have control of our pensions. It shows Hoffa's lack of concern for our union membership.

Many of our members don't remember the company's early retirement buy-out of management employees several years ago. The company cut their benefits, and they had to sue the company.

We have to fight tooth and nail to make UPS honor the contract. The tragic part of this is many members are so disgusted with the union and lack of real representation that they feel caught in the middle.

If this company gets control of the Central States Pensions, God help us all.

I urge you to stand together as good union members and demand the union fight for a real "Best Contract Ever" to provide for your families' future.

Beverly Calhoun,
UPS, Retired, Local 391
Greensboro, N.C.

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. E-mail: tdudetroit@tdu.org
Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: tdueast@tdu.org

E-Mail Your Letter

Visit our web page at **www.tdu.org** and use the link provided there, or e-mail your letter to **letters@tdu.org**.

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Co-Chairs:
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Joe Fahey, Milwaukee Local 200
Michael Ruscigno, New York Local 802
Michael Savwoir, Kansas City Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Willie Hardy, Memphis Local 667
Rick Sather, Minneapolis Local 638
Joe Sexauer, Chicago Local 743

Members:
Nichele Fulmore, North Carolina Local 391
Frank Halstead, Los Angeles Local 572
Toni Jackson, Memphis Local 667
Larry Macdonald, Atlanta Local 728
Ed Michael, Salem, Ill. BLET Div. 724
Sandy Pope, New York Local 805
Joe Wright, Boston Local 82

Alternates:
Gary Brooks, Chicago Local 705
Delores Bowden, Chicago Local 726
Matt Latzo, Washington Local 639

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in Sept. 2006 for one year. Our Rank & File Convention had 250 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Name That Lucky Local!

What local has ten officials collecting multiple salaries on the International payroll?

And just how much do those ten lucky guys pull down?

General President Hoffa is the sugar daddy to many, but when it comes to multiple salaries Local 63 officials have a special place in Hoffa's heart.

Led by International Vice President Randy Cammack, no less than ten Los Angeles Local 63 officials get a second union salary from the International Union.

Together, these ten took home more than $1.4 million from Local 63 and the International Union in 2006.

Multiple Salaries

Hoffa pays multiple salaries to nearly 200 officials who already make other full-time salaries. This money could be used for organizing or contract campaigns.

Instead, Hoffa uses our dues money to buy something even more important to him: political loyalty. Officials making multiple salaries are a "Who's Who" of Hoffa campaign donors.

If an official doesn't kiss enough Hoffa butt, they are off the gravy train. After the 2006 election, Hoffa removed Larry Brennan, Dennis Hands, Jim Ayers, Carlos Ramos, Dan Virtue, Jerry Halberg and others for failing to toe the line.

Hoffa's attorney said that Virtue was fired because he wanted to win NMFA standards at UPS Freight and DHL. To Hoffa, standing up for our national contracts is a reason to be fired.

Perhaps some of them figured they work for the members, and not for Hoffa. No worries for the Local 63 all-stars on that front.

We'll report all the facts and figures—and what this spending means for our union—in the August $150,000 Club issue of *Convoy Dispatch*.

Ten officials from Los Angeles Local 63 took home more than $1.4 million last year. Principal officer Randy Cammack made $274,480 in 2006.

Consulting Fees or Payoffs?

VP Under Investigation for Payments from HMO

The International Union and New York Local 237 are investigating International Vice President Carroll Haynes over tens of thousands of dollars in payments he received from an HMO that does business with the Teamsters.

The union investigation came in response to a report in last month's *Convoy Dispatch*. Research by Teamsters for a Democratic Union uncovered that Haynes received $54,500 as a "consultant" to Health Insurance Plans (HIP) of New York, the plan that provides benefits to Teamster Local 237 members.

Haynes served as Local 237 President and a trustee to its benefit funds at the time he took the payments from HIP. He resigned as Local 237 president in April.

Local 237 Investigates

Haynes' successor at Local 237, Gregory Floyd, told the *Chief-Leader* newspaper that "on advice from counsel, he had not spoken with Mr. Haynes" since the HIP payments were uncovered.

Haynes served on the board of directors of HIP and on the HIP Foundation board of directors. The stipend came from the foundation board. Floyd, who also serves on the HIP New York board, said he did not receive a stipend and would not accept one.

Haynes has routinely made over $300,000 from his multiple salaries and pensions. In 2003, TDU caught Haynes taking a higher salary than legally permitted by the Teamsters Constitution. After charges were filed, Hoffa allowed Haynes to get off by repaying the $8,000 overpayment, claiming it was a "clerical error."

Now, Haynes is under investigation for his "consulting" fees.

"We are going to wait and see if it's permissible to accept stipends," Floyd said. "At this point we're not sure, because HIP provides health benefits to the city and does our prescriptions."

$54,500 'Consulting Fee'

TDU uncovered the $54,500 "stipend" on an LM-30 financial disclosure form that Haynes filed with the Department of Labor. By law, union officials must report any income that comes from an entity that does business with their union. The law is intended to flag any conflicts of interest or undue influence that could compromise a union's ability to properly serve its members.

Local 237 has hired an attorney to investigate whether a technical violation of the Teamster Constitution or Local 237 bylaws occurred.

The larger question is whether a Teamster officer and benefit fund trustee should be taking $54,500 from an HMO that makes millions through its contract with our union's largest local.

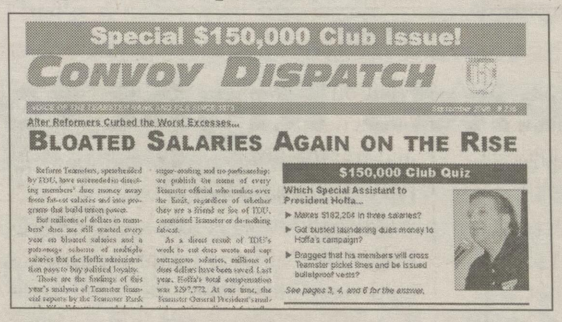
In the old days, vendors made payoffs to officials under the table. Today, they pay "consultant fees." Does that make it right?

Many city unions in New York contract with HIP and union officers have long served on its board of directors. But while Haynes bagged more than $50,000, officers from other unions—including those from the United Federation of Teachers and AFSCME—did not accept any fees.

International VP Carroll Haynes is under investigation for taking a $54,500 "consultant fee" from Local 237's health insurance plan.

Coming This August

$150,000 Club Issue


Special $150,000 Club Issue!

CONVOY DISPATCH

After Reformers Curbed the Worst Excesses...

BLOATED SALARIES AGAIN ON THE RISE

$150,000 Club Quiz

Which Special Assistant to President Hoffa...

- Makes $182,204 in three salaries?
- Got busted laundering dues money to Hoffa's campaign?
- Bragged that his members will cross Teamster picket lines and be issued bulletproof vests?

See pages 3, 4, and 6 for the answer.

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UPS Cartage Services: Teamster Success Not Secure

One Company—One Union

"Milwaukee Teamsters at UPS Cartage Services get the lowest rates and benefits of any UPS drivers in Wisconsin—including UPS Freight. Being a part of the negotiations for a master agreement has us all hopeful. We need solidarity across UPS divisions to win strong supplements and that starts with our bargaining committees. Make UPS deliver for all their working Teamsters. One Company, One Union, One Seniority!"

Karl Gartung
UPS Cartage Services, Local 344
Milwaukee

The International Union has cited its agreement covering UPS Cartage Services Teamsters as a model for success at UPS Freight.

But, despite this enthusiasm and IBT Secretary-Treasurer Tom Keegel's misstatement to the 2006 IBT Convention that UPS Cartage Services Teamsters had "secured the same wages and benefits as their UPS brothers and sisters," Teamster standards and security in this part of the Brown Behemoth remain imperiled.

The August 2005 Addendum to the UPS National Master applies to UPS Teamsters in operations covered by local agreements with Menlo Forwarding (UPS acquired Menlo in Dec. 2004).

The August 2005 Addendum provided for 3 percent annual wage increases when local agreements expire. Some of the locally-bargained rates were very substandard, so there are former Menlo Teamsters working for UPS at substandard wage and benefit rates.

The bulk of the organizing that resulted from the August 2005 agreement brought in part-timers at the new heavyweight hub in Louisville and five regional hubs that handle freight from shippers formally serviced by Menlo Forwarding.

A "Letter of Agreement" that was part of the August 2005 deal puts these part-timers directly into the regular UPS parcel ranks. The union delivered its high-turnover, low-wage part-time workforce.

Subcontracting Protection

The biggest hole in the August 2005 Addendum covering CSI Teamsters is the exclusion of these units from subcontracting protection. The Addendum bars these Teamsters from protection under Article 1, Section 1, 2, and 4, and Article 32 of the UPS national contract. UPS calls its Cartage Services unit a "vendor" that provides services to its nonunion carrier, UPS Supply Chain Solutions.

So, when the company moves new work through its nonunion carrier and has Teamster work done by nonunion subcontractors or nonunion UPS subsidiaries, the union has no recourse!

Early negotiations for a new supplement to replace the August 2005 Addendum have been conducted by the Union's Cartage Negotiating Committee.

The "Brown Out" approach to early bargaining, keeping rank and file members on the sidelines, applies here as well.

But at UPS Cartage Services, this secretiveness hides a troubling disconnect. The company is preparing to integrate the operations of some of its subsidiaries including UPS Cartage Services, UPS Freight, UPS Freight Forwarding and UPS Supply Chain Solutions.

If IBT negotiators agree to a new supplement covering UPS Cartage Services Teamsters that does not address this future operational integration, these Teamsters could be rendered disposable.

Strong UPS Contract Would Boost Organizing

What Will It Take to Organize FedEx?

On June 29, the House Transportation Committee voted to make it easier for FedEx employees to organize by passing an amendment to the Federal Aviation Administration bill that would allow FedEx Express drivers to organize under the National Labor Relations Act.

Absurdly, FedEx, the nation's second largest trucking company, is currently treated as an "airline" under federal labor law—thanks to a provision management snuck into legislation ten years ago. FedEx is covered by the Railway Labor Act which makes it much harder for drivers and mechanics to organize.

The vote by the Transportation Committee is a step in the right direction. (UPS management thinks so too. They support the legislation). But even if legislation is passed putting FedEx under the National Labor Relations Act where it belongs, organizing this anti-union competitor is still going to be a big challenge.

A group of drivers for FedEx Home Delivery in Hartford, Conn. voted to join the Teamsters by 12-9 in an election conducted by the National Labor Relations Board last month. But the company is refusing to respect the vote.

Other elections at FedEx Home Delivery are pending while the company faces charges of retaliating against and terminating pro-union drivers.

Labor Law Reform Needed

Corporate lobbyists are blowing a lot of hot air these days on Capitol Hill about how NLRB elections are the only fair way for workers to unionize. The truth is corporations like the NLRB process because it is open to employer abuse and stall tactics that buy companies time to fire and intimidate union supporters.

That's why the labor movement is pushing for the Employee Free Choice Act, legislation that would allow employees to unionize if a majority sign union cards.

Strong UPS Contract Will Boost Organizing

Labor law reform is important. But the number one thing we can do to inspire FedEx (and UPS Freight) workers to join the Teamsters is to win a strong contract at UPS.

After our contract victory in 1997, AFL-CIO President John Sweeney said, "You could make a million house calls and run a thousand television commercials and stage a hundred strawberry rallies and still not come close to doing what the UPS strike did for organizing."

The 1997 strike continues to give us bargaining leverage. UPS management and shippers still fear a work disruption. That's why the company is under pressure to settle our contract early this time around.

We need to use this leverage to win the improvements we were promised in 2002. Winning better pensions, benefits and working conditions would mean a better future for Teamsters at UPS—and it will make it easier to organize the nonunion competition.

TDU Defends Right to Inform UPS Teamsters

Management has cracked down on the distribution of *Convoy Dispatch* and Make UPS Deliver contract bulletins at UPS's Lumberton, N.C. facility. Apparently, the company does not like members being informed about contract negotiations and other issues at UPS.

For years, shop steward Nichele Fulmore has distributed *Convoy* and other union material at the driver counter before members punch in. But on May 17, UPS management issued Fulmore a warning letter saying her actions violated UPS's "No Solicitation" policy.

Federal law says something otherwise. Under the National Labor Relations Act, UPS Teamsters have the legal right to distribute *Convoy* and other TDU or union material on company property provided that information is distributed in non-work areas and non-work times.

This includes the right to distribute information in so-called "mixed" work/non-work areas where work is performed during some hours, but Teamsters are allowed to gather before and after work (like driver counters and time clock areas)—provided that members are off the clock when distribution takes place.

The right to distribute information in mixed areas at UPS was secured over management's objections by TDU attorney Barbara Harvey, who went all the way to a Federal Appeals Court—and won. Harvey is now helping Fulmore fight for the right to keep union members informed in the Lumberton facility.

"I am a firm believer that knowledge is power. As long as anyone can keep you ignorant they can control you. I encourage the members to read everything, 'the good, the bad, and the ugly.' They can form their own opinions, but get all sides of the story," Fulmore said.

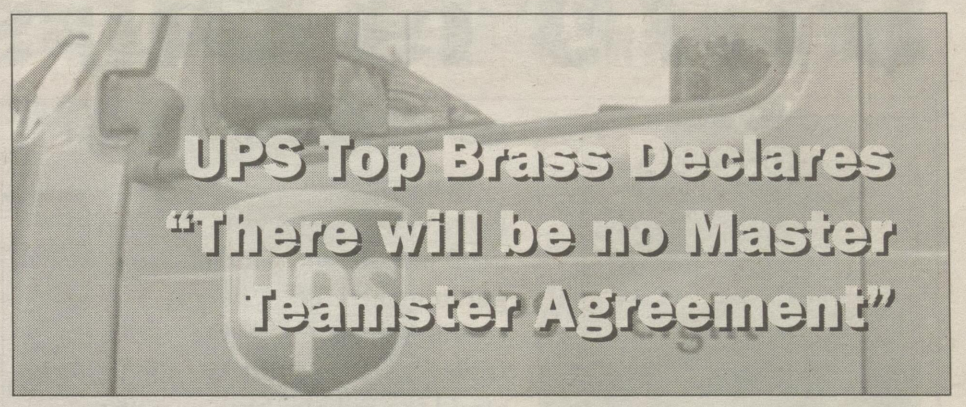
If UPS management is restricting members' right to information in your area, contact TDU. All calls and emails are confidential.

Denounces Union Organizing Campaign

UPS Freight Attacks Teamsters Union

Hoffa's PR Department says we are "making strides" toward a "strong agreement" with UPS Freight.

So why is UPS accusing our union of "untruths" and declaring there will be no Master Agreement at UPS Freight?



In a June 28 letter to all UPS Freight employees, Senior Vice President Jack Holmes lashes out at a "campaign of deception" by some Teamster locals.

Stating that the company needs to "deal with the untruths spread by Teamster locals," Holmes states "there is no current card check agreement with the Teamsters" and that no master agreement will be signed.

Holmes further says no significant gains will be won by joining the Teamsters and denounces as "rhetoric, pure and simple" Teamster statements that UPS Freight employees will win "positive changes in wages, pension, health benefits and working conditions."

Holmes says that all unions rely on "rhetoric and empty promises to find members and build [their] bank accounts with dues and initiation fees" and that the road to a strong future at UPS Freight is for employees to continue to work with management.

Contrast with Hoffa Line

Holmes is UPS Freight's Senior Vice President for Operations. His hard-core anti-union rhetoric doesn't jibe with the happy talk from our International Union, which has issued a steady stream of press releases bragging about how we're "making steady strides" at UPS Freight.

The most recent update on the Teamster website brags that "based on the work we've accomplished so far" Teamsters can expect to celebrate a "historic moment" and "achieve a strong contract" at UPS Freight.

Smooth Sailing?

So, the IBT says it's all smooth sailing in bargaining. Meanwhile, UPS Freight management viciously attacks the Teamsters Union. Do you see a problem with this picture?

Maybe our International Union is so optimistic about reaching a deal because Hoffa and Hall have already conceded that 1) UPS Freight Teamsters will not get NMFA or UPS National Contract standards, 2) Management will keep UPS Freight employees out of our existing Teamster pension plans, and 3) Management will continue to dominate the workplace with few improvements in working conditions.

Concerned Teamsters need to make our voices heard.

Our officers need to know that victory at UPS Freight means winning a contract that includes Teamster benefits and wages and standards that match the National Master Freight and UPS agreements.

Teamster members are prepared to back our International Union in winning a model contract at UPS Freight. That's how we'll protect our master contracts at UPS and in freight. That's how we'll strengthen our benefits and our union for the future.

And that's how we'll win the support of a clear majority of employees at UPS Freight.

Read the complete June 28, 2007 letter from UPS Freight online at www.tdu.org.

Don't Let DHL Out of National Contract

DHL
Teamster Alert

The Hoffa administration and some local officials are floating a trial balloon to see if DHL Teamsters can be swayed into a company-plan to take them out of the National Master Freight Agreement. The sales pitch is that members will instead be in a DHL "master" contract.

They don't mention that the company has pushed for this for years. Management knows breaking the master contract is the first step toward low-wage part-timers and lots more concessions in the future.

This is a serious threat. Teamsters should say No loud and clear to head it off now, before a deal is cut.

Most DHL Teamsters are in the NMFA or contracts that are just as good (Chicago is better). Some are under inferior white paper contracts. And of course DHL uses nonunion contractors to run their local operation at many stations.

The key is to bring all up to NMFA standards. We are not powerless here. The big strategic centers are Teamsters, under the NMFA. The pilots are Teamsters. We should put Teamster power to work to organize.

The alternative is to give the company what they want, in exchange for getting more dues-paying Teamsters.

PLEASE POST

Freight in '08: What We Can Win

Freight negotiations start at the end of this year. Now is the time to make our voices heard on the issues that matter to us.

- ✓ **Eliminate "New Hire" Tiered Wage**
- ✓ **Restore Affordable Retiree Healthcare**
- ✓ **Protect and Improve Teamster Pensions**
- ✓ **Wage Increases that Don't Fall Behind**
- ✓ **Increase Holidays and Personal Days**
- ✓ **Strengthen Provisions for Hiring Casuals**
- ✓ **Bring All Supplements Up to the Standards of the Best**

Make Your Voice Heard

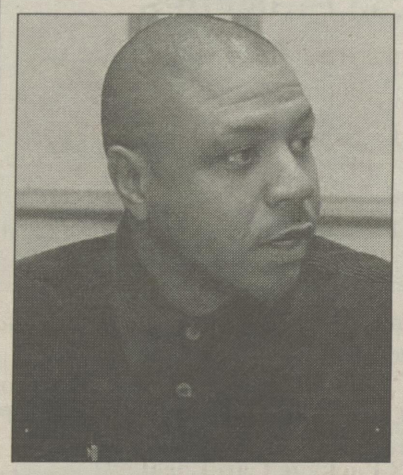
The International Union will soon send a survey to all Freight Teamsters, and contract proposal meetings will be held this fall. That's a start, but we need a network of concerned members and stewards across the country—road, city, dock, shop and office—putting forward positive proposals and backing them.

Tell Us Your Issues
Tell us what issues matter to you in this contract.
Go to www.tdu.org/contactfreight

Get Email Updates
Stay in the loop about the '08 contract.
Sign up for regular email updates at www.tdu.org/nmfaemail

Build Our Network
Help build our network by distributing Convoy.
Call (313) 842-2600 to get a bundle.

Early Deal or Not: $1.70 Is Ours on August 1



Our Vote Gives Us Power

"The right to vote on our contract gives us power. UPSers know what we need out of this contract. Now we've got to make UPS deliver it.

"Early bargaining gives us leverage. If Hoffa settles short, we shouldn't be afraid to send him back to the bargaining table."

Louis Irby
UPS Package Car, Local 878
Little Rock, Ark.

On Aug. 1, UPS owes us money in the bank: $1.70 to be exact. Under the terms of our contract, UPS owes us a wage increase of $1 an hour and a 70¢ increase in contributions to our benefit funds.

That money is ours with or without an early contract settlement. We won these increases in 2002.

Part-timers who attained seniority as of August 1, 2002 will get an additional increase of 20¢ on top of the buck.

Keep these figures in mind if our bargaining committee reaches an early deal. We've already got $1.70 in the bank.

If Hoffa and Hall ink a tentative agreement with $2.00 in 2007 that would mean that all we got in exchange for giving management an early deal is a lousy 30 ¢.

UPS is under pressure from shippers and stockholders to settle early. If management wants an early deal, we need to make them pay for it by ponying up money for wage increases and benefit improvements.

Hoffa and Hall sold us the "Best Contract Ever" in 2002. If they come selling an early deal, let's remember that $1.70 is already ours on Aug. 1.

Part Time America Won't Work

Will Hoffa and Hall Fight for Full-Time Jobs?

When we drew the line at UPS in 1997, we did more than win a strong contract: we won a stronger future at UPS. Now that legacy is in jeopardy.

In 1997, Teamster unity forced the company to create 10,000 new full-time jobs—by combining 20,000 part-time jobs. Still smarting from the 1997 strike, UPS management agreed to combine another 20,000 part-time jobs in 2002.

If we had not taken our strong stand in 1997, today there would be 40,000 more part-time jobs at UPS and 20,000 fewer full-time jobs.

Think about that. 40,000 more throwaway jobs. 20,000 fewer full-time opportunities. Weaker union pension funds. And greatly diminished union power.

That's why management tries to make combo jobs as unattractive as possible and tries to make combo workers feel like second-class citizens. Management wants to turn back the clock on full-time job creation at UPS.

We can't let that happen. We need to recapture the spirit of 1997 and fight for quality, full-time jobs at UPS.

Management should not get an early deal unless the contract:

- **Creates a minimum of 10,000 full-time jobs** by combining 20,000 part-time positions. A higher goal of 15,000 is within reach.
- **Improves combo jobs** by increasing the rate of pay and strengthening seniority and bidding rights. We need strong, universal rules that protect the union rights of combo workers.

Hoffa has been silent on these issues. UPS Teamsters need to make sure our union leadership does not settle short.

This is about more than protecting the legacy of our 1997 strike victory. It's about protecting our future. We can't let UPS turn into a company where the vast majority of employees work in part-time jobs with inferior wages and benefits.

Win Big for Part-Timers

"We need to win real improvements for part-timers in this contract—including higher wages, fair full-time job opportunities, and stronger contract enforcement. By getting involved and standing united, we can make a difference. I may be a part-time UPSer, but I'm a full-time Teamster. I am proud to be a union member and proud to belong to Teamsters for a Democratic Union."

Alex Tenchavez
UPS Pre-Loader, Local 396
Baldwin Park, Calif.

PLEASE POST

UPS Contract Scorecard

UPS's record profits mean that the money is there to improve our pensions and our jobs. UPS should only get an early agreement if they deliver improvements for Teamsters in every classification.

✓ **Restore Our Pensions**
UPS has to contribute the money we need to restore good Teamster pensions and affordable retiree healthcare. Written commitment on what benefits will be.

✓ **Improve Our Benefits**
Full maintenance of benefits. Affordable retiree healthcare for all.

✓ **Wage Increases**
Pay increases, especially for combo workers and part-timers who start at just $8.50 an hour.

✓ **End Excessive Overtime**
We need strong language, with teeth, that provides real relief from excessive overtime.

✓ **Stop Supervisors Working**
Stop UPS and make them pay for violations big time.

✓ **Stop Feeder Subcontracting**
Protect feeder jobs by strengthening language and enforcing it.

✓ **Fairness for Combo Workers**
Fix Articles 22.3 and 40 to improve combo jobs, bidding, seniority and other Teamster rights.

✓ **15,000 More Full-Time Jobs**
More and better full-time job opportunities at UPS.

✓ **Organize UPS Freight**
Bring all UPS Freight workers under a Teamster contract that matches union standards at both UPS and in freight—and strengthens our pension funds.

✓ **A Fair Shake for Teamsters at CSI**
UPS is about more than parcel. National scale for pay and benefits for the 3,000 Teamsters at UPS Cartage Services Inc.

makeUPSdeliver.org

Reject the ABF-UPS Corporate Plans

Save Our Pensions

In June ABF CEO Bob Davidson circulated a letter to all Teamster employees saying that members should dump their Teamster pensions for a company 401(k).

The letter is supposed to be a sales job for the company's effort to break out of our Teamster pension plans. Instead, it reveals that it would be a disaster for our union to let employers like ABF and UPS to take this course.

An 18-year Teamster wrote Davidson about the company's proposal. And the CEO's advice is telling. Don't worry about losing your pension, Davidson says. Under ABF's proposal, you would still get your 18-year pension from the Teamster fund—plus start building a 401(k) on top of that pension. It's "not like Social Security," Davidson writes, but your very own account.

What Davidson failed to mention is that with 18 years in a pension fund you don't qualify for anything but a vested pension, which in most Teamster plans amounts to very little.

ABF's pitch boils down to this: put your future in the hands of the company's 401(k) and pray that the stock market goes way up. It might work. Then again, the lottery might work, too. You just have to pick that lucky number.

UPS Pullout Could Cause Fund's Collapse

At least ABF management is up front about their goal: saving the company money on retirement costs. And Davidson is honest enough also to admit what would happen to Teamster pension funds if UPS and ABF pull out.

"A UPS withdrawal, or other adverse factors, would make them even less stable or cause their complete collapse," Davidson wrote.

UPS Teamsters don't have to guess how a UPS-only plan would work. Two already exist—and UPS has voted for cuts in both.

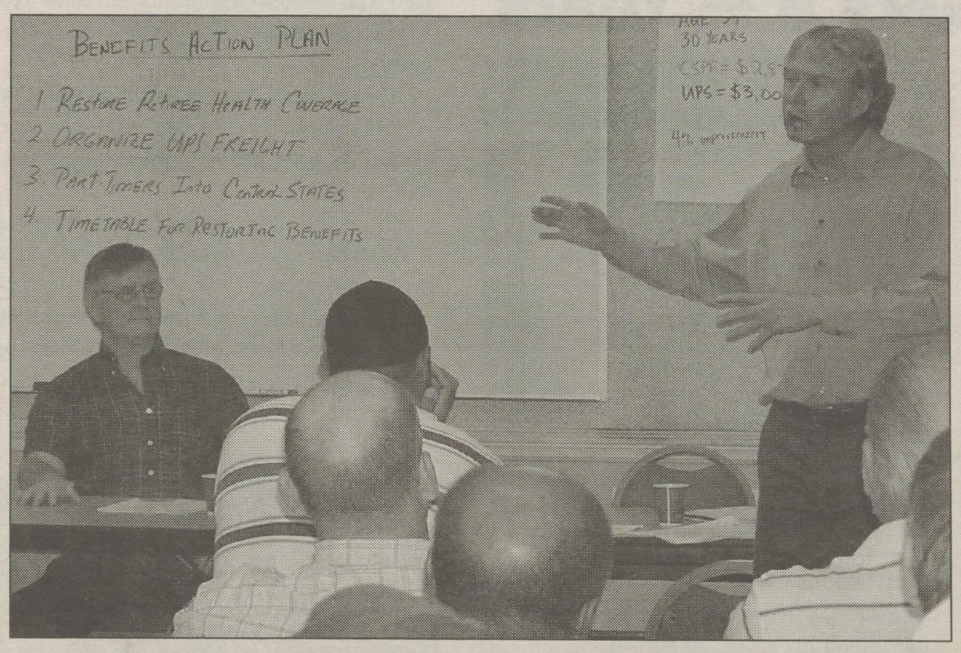
Our union needs to say one short word to these corporate schemes: No. The American people have said No to privatizing social security, and we need to tell UPS and ABF the same now, in a strong and unified voice.

The corporate answer is to destroy our Teamster funds to save management money on retirement costs. The union answer is to protect our retirement security by sticking together, strengthening our union funds, and winning benefit improvements.

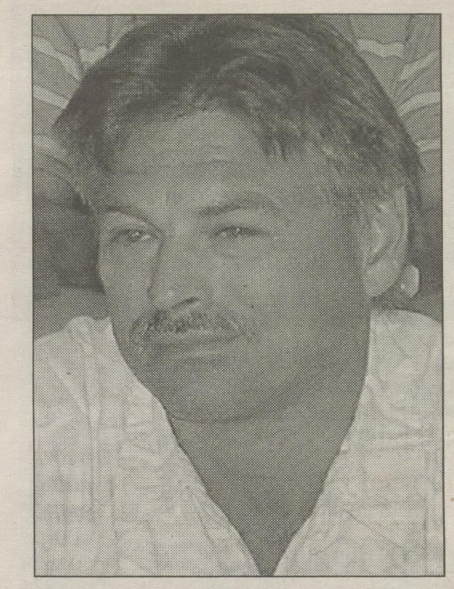
UPS-Only Plans Cut Benefits

UPS management is pushing their own pension scheme which starts with busting 42,000 UPS Teamsters out of the Central States Fund. Management wants to establish a new UPS-only fund, with half corporate directors and half Teamster officials on the board.

UPS Teamsters don't have to guess how a UPS-only plan would work. Two large funds exactly like this already exist. They cover all the full-time UPS Teamsters in New Jersey and the New York City areas. Both funds are housed right inside UPS headquarters in Atlanta.



Fayetteville, N.C.: UPS Teamsters discuss how we can restore benefits in the Central States at a meeting sponsored by the Central States Pension Improvement Committee and Make UPS Deliver. North Carolina Teamsters set up meetings in Fayetteville and Greensboro. Contact TDU to set up a meeting in your area.



We Can't Trust UPS

"If the Teamster membership allows UPS to withdraw from the Central States Fund, other companies have promised to follow. This will devastate our fund.

"There are issues with the Central States Fund—but my wife, my children, and I are counting on Central States to have a decent and livable pension.

"Management at UPS has never been concerned with me or my family's well being. We can't trust them."

Horace Stone
UPS Package Car, Local 391
Lumberton, N.C.

UPS has a track record at these funds—and it should raise alarm for Teamsters concerned about our retirement security.

Management recently demanded big pension cuts in both. They got their way in New York, and slashed pension accrual rates by 30 percent. In New Jersey the union blocked the cuts, so management has pushed the issue before an arbitrator.

The New Jersey fund is only 52 percent funded, by the way. That's less than Central States. The return on investment in the New York fund was just 3 percent over the past five years and just over 6 percent for the last ten years. That's much worse than Central States.

These are UPS-Teamster plans just like the company wants to set up for 42,000 Teamsters in the Central States. And they are cutting benefits. This puts the lie to the company's claim that you would be better off in a UPS-only plan.

Promises are cheap. The results speak for themselves.

The Positive Alternative

Hoffa's "Best Contract Ever" and the post 9-11 stock market dip delivered pension cuts. But the recent bull stock market has boosted our pension plans and positioned us to win realistic benefit improvements. That should be the priority for this bargaining round at UPS and in freight.

Affordable retiree healthcare. We have an additional 70 cents per hour in benefits due on August 1 in our national contracts. Early bargaining at UPS can let us get a lot more, enough to pay for retiree health care at affordable cost.

A written timetable for improvements in all pension plans. We need a guarantee, in writing, so all Teamsters will know that our pensions will be restored and improved as increased contributions build up in the funds. In 1997, UPS Teamsters got a binding document from Central States before we voted on the contract. We should settle for no less.

Include UPS part-timers in all Teamster pension funds. Part-timers are already covered by Teamster plans in the West, New England and Upstate New York. This will improve pensions for both part-timers and full-timers and be a big boost to the Central States and other funds, bringing in thousands of new participants.

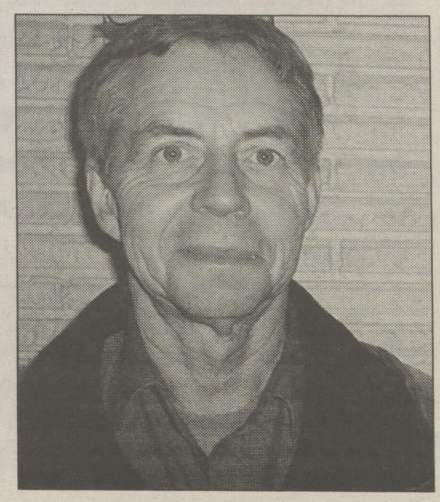
These are realistic goals. There is no reason to give UPS an early deal without them.

Restore Affordable Retiree Health Insurance

"When Central States made cuts, the cost of retiree healthcare skyrocketed.

"It made it harder for any of us to think about taking retirement. We need reasonable retiree rates restored and that needs to be part of the contribution increases with the 2008 contract. Let's get it done."

Al Hildestad
UPS Feeder Driver, Local 90
Des Moines, Iowa



UTU Merger: What Would It Mean for Teamster Engineers?

by Jim Eubanks and Ed Michael

The United Transportation Union (UTU), the main union for conductors on the railways, is proposing a merger with the Sheet Metal Workers International Association (SMWIA).

Why is the UTU so eager to merge with the SMWIA when they have a natural merger partner sitting across the engine cab from their members—the Teamster engineers in the Brotherhood of Locomotive Engineers and Trainmen? A merger with the BLET makes much more sense.

We're members of both unions because we think it's time to come together. We're getting beat up by the divide and conquer strategies of the carriers. A merger between the BLET and the UTU would end the destructive war between the two unions.

It turns out that this merger is less about building power for our rail workers—and more about business as usual at the UTU.

Jim Eubanks
BLET 182, UTU 656
Union Pacific
N. Little Rock, Ark.

Ed Michael
BLET 724, UTU 979
Union Pacific
Salem, Ill.

It's All about the Money

The UTU is having trouble paying for the outrageous salaries we pay to our top officers.

Last year, Paul Thompson, UTU International President, made $258,093. And Thompson's not the only one making big money. In 2006, the eight lowest-paid Vice Presidents each made $137,094.

International officers also get an extra pension on top of Railroad Retirement.

These salaries and pensions are costing us a lot. In 2004, for example, the UTU put $7.53 million in the officers' pension fund—that's almost half of our total dues for 2004.

Trim the Fat

We know how to cut down these expenses.

The Blue Ribbon Committee charged with examining our finances recommended that we cut eight VPs off the payroll. They reported: "Our review of International officer assignments and their annual reports clearly indicates that there is insufficient work to support maintaining the current number of full-time officers."

Here's the catch: these recommendations will not take effect until the end of this year. If the merger passes, these officers will keep their old jobs under new names.

Put Teamster Power To Work on the Rails

This year, Teamster engineers went through another round of national negotiations without the support of our natural allies, the conductors. We paid the price with a contract that leaves us paying more for our healthcare.

In addition, Teamster engineers on some railroads have ratified a side agreement that appears to open the way to single-person train crews.

The merger with the SMWIA is a dead end for conductors and engineers. The fights between the UTU and the BLET will not stop. Those fights will leave us both weak and divided.

We do need a merger—but not with the SMWIA. A UTU-BLET merger would put our unions back on the right track.

IBT Election Supervisor Upholds Virtue's Firing

Hoffa fired Dan Virtue as Eastern Freight Coordinator. His crime? Running for office and trying to maintain national standards in freight.

IBT Election Supervisor Richard Mark has very likely made his final decision of the 2006 IBT Campaign, and done so in a confusing manner.

Mark upheld the firing of Dan Virtue and Carlos Ramos by Hoffa, for the "crime" of Virtue running for Eastern International Vice President. Mark reasoned that since the action was taken after the election was over and certified, Hoffa could fire any political opponents and hire any cronies.

If that's the case, we wonder why it took six months to issue the decision, which has been appealed by Virtue and Ramos.

With the election over, Hoffa can hire cronies and fire opponents.

In January, Virtue was removed as Eastern Region Freight Coordinator and Carlos Ramos, a Virtue supporter, was removed as an International Rep.

The seven-page decision makes clear that the Hoffa administration, in particular his Executive Assistant Leo Deaner, made up one lie after another to justify their actions. The investigation revealed that Hoffa's stated reasons for firing Virtue were false.

Freight Director Tyson Johnson and former Director Phil Young testified that that Virtue did an "excellent" job.

The pretenses for firing Virtue included blaming him for Hoffa's disastrous Red Star strike. Organizing Director Jeff Farmer contradicted that story to investigators.

The Election Supervisor indicates that if the firing had been during the election, his decision would have been very different.

So a thorough investigation showed that Hoffa fires respected leaders who are doing an excellent job for the "crime" of running for office or working to maintain national standards in freight. It may be legal. But it's not good unionism or good leadership.

Ex-Houston Local President Gets 6 ½ Years

On May 26 former Houston Local 988 President Chuck Crawley was sentenced to 6 ½ years in federal prison for embezzling union funds and stealing a union election.

Crawley was already banned from the Teamsters by the Independent Review Board (IRB), after James Hoffa dragged his feet and slowed down an internal investigation.

Crawley voted 382 extra ballots, using the names of members he didn't expect to vote.

Ed Stier, the former anti-corruption director for the IBT, investigated Crawley and found evidence of several money-skimming scams involving union vendors and purchases. Hoffa balked and slowed the investigation. It was one reason that Ed Stier resigned, charging that Hoffa was more interested in protecting his friends than cleaning up the Teamsters Union.

The feds then charged Crawley not only with embezzlement of union funds, but stuffing the ballot box in 2002, when reformer Earl China ran against Crawley. China, a 27 year Teamster, was conveniently fired (upheld by the panel) prior to the election.

"In our business, we have never heard of a man driving 2 million safe miles and having an accident and losing his job," said China.

Crawley voted 382 extra ballots, using the names of members who he knew were unlikely to vote.

While ballot box stuffing in a union election is not itself a federal crime, Crawley was charged with illegally gaining office and thus embezzling the salary of union president of the 4,000 member local union.

Chuck Crawley is serving time for stuffing the ballot box in Local 988 and embezzling union funds.

Crawley is not the first Local 988 officer to end his career in prison.

It's up to the members of Local 988 to build a strong and democratic local—hoping for a savior to do it has not worked.

Get the word out!

Distribute *Convoy Dispatch.*
Monthly bundles come in sizes from 10 copies ($5/month) to 100 copies ($14/month) or more.
To order or for more information, call **(313) 842-2600.**

Ballot Fraud: Feds to Run Local 743 Election

The 11,000 members of Chicago Local 743 will get a very different kind of election this fall, thanks to action taken by the 743 New Leadership Slate in proving ballot fraud in the last election. This time, the U.S. Department of Labor will conduct the nominations and election, instead of the incumbents.

"We voted the corrupt 'Old Guard' out, but they stole the election. This time when we vote them out, they will really be gone," said Local 743 member Gina Alvarez, "We are organizing workers to fight for their rights and now it's paying off." Alvarez is a steward at the Central States Pension Funds office.

The Department of Labor charged in federal court that hundreds of ballots were mailed to wrong addresses, including addresses of employers, and those bogus ballots were then voted.

Further, it was charged, and finally admitted by Local 743, that their hired henchmen shredded the evidence to avoid a DOL subpoena.

Evidence Shredded

To prevent the details from coming out in open court in August, Local 743 officials threw in the towel and settled the case.

Nominations are scheduled for September with a mail ballot vote to follow.

"Local 743 officials spent thousands of dollars of our dues money to cover up their criminal actions," said Richard Berg, a candidate on the New Leadership Slate. "They lost the last election, but took office anyway.

"Since then, they have negotiated dozens of bad contracts. They've made deal after deal with employers that serve their own interests and sell out the members. Local 743 members know what's going on—this is the end for Bob Walston, Reggie Ford, and Richard Lopez's illegal reign as union officials."

Local 743 Teamsters are organizing to win stronger contracts and a stronger local. Richard Berg (center), won the last election for Local 743, but local officials stole the election. The Feds will supervise the local election this fall.

Lunch Meetings, BBQs Build Unity in Local 743

UofC Teamsters Push for Strong Contract

Joe Sexauer
Local 743
University of Chicago

After five months without a contract, over 1,000 janitors, clerks, and maintenance Teamsters at the University of Chicago are still fighting hard for better wages and benefits. We're members of Teamsters Local 743.

Our local leaders haven't organized a contract campaign, so rank-and-file members decided to organize a campaign on our own.

First, we started by organizing on-site lunch meetings, where union members can come together and talk about getting a better contract.

After our on-site lunch meetings drew over a hundred members, we decided to have a BBQ after work for people with short lunches—and it was a huge success. Many of our members are in the dark, and they want answers.

Now that members are angry, Local 743 leaders are taking notice. They say they are going to start a contract campaign of their own. We say better late than never.

That's progress. During our last contract, it took our local leaders twelve months after the contract expired to schedule the first contract meeting—off-site and after work, on the day the ballots went out for local union office.

Gone in 60 Seconds

A few members who went to the lunch meetings decided to go to the local's June meeting, and see what was up.

The meeting lasted 60 seconds—no discussion of grievances, contracts, or anything we care about, the only motion was to cancel the meeting by Business Agent Harold Johnson. Then they voted to cancel meetings for the summer.

One worker went to discuss our expired contract, but the local leaders told her there wasn't a place for that. "A waste of time and gas," she said.

Some Good News

743 members are starting to take responsibility for our union on our own—with or without the help of our business agents.

At the UofC, our meetings are drawing fifty people at a time—on campus, during our lunch breaks.

The Department of Labor is conducting an election for officers of Local 743 this fall because the incumbents stole the last election and shredded the records. Change is coming to Local 743.

TDU Convention: I'll Be There

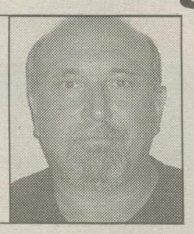
"When I was thinking about running for office, a fellow Teamster suggested I get in touch with TDU. I decided to check out the TDU Convention.

"I can't tell you how great that was for learning more about how to organize for real change in Local 726. This year, the convention is in Chicago and I encourage all Teamsters to make it to the Windy City and help us make our union stronger."

Vince Tenuto, Local 726
CDOT Driver, Chicago

Time for Change in Local 726

John Dominikovich
Local 726, Chicago
Cook County
Highway Dept.



It's time for change in Chicago Local 726, to make this union strong and proud. I see that change happening this fall in the union election.

I've worked for the Cook County Highway Department for 25 years and I've been a Local 726 member for 20 years. I've seen our driver jobs reduced by 50 percent. Jobs have been farmed out with little fight from our local officials.

Local 726 has given up our paid overtime, twelve sick days per year, four personal days a year and six holidays. We get straight time pay while the supervisors and office personnel get double time on holidays. We have over 20 bosses for the 72 drivers on our board. There is talk of losing more drivers.

We have a contract ratification meeting set for July and we've been told there are changes, but we have not been given the new language. We've been told just to vote Yes on it. Our health benefit costs are going up and the plan design is supposed to change, but again, we've been given no specifics in writing.

All this goes on as we see our local officers and agents getting raises and turning a deaf ear to our wants and needs.

It's time for a change. And our members are going to make it happen.

Bargaining to Protect Your Benefits

Healthcare costs are rising and too often working Teamsters are paying the price. Find out how to protect yourself in bargaining so that healthcare doesn't take a bite out of your wallet.

Ask any Teamster negotiator and they'll tell you that healthcare is one of the top issues in any contract bargaining.

Healthcare costs in the U.S. are going up between eight and twelve percent every year and employers are trying to shift those rising costs on to us.

Sometimes, employers flat-out demand that members start paying a certain percentage of our benefits. But increasingly employers are sneakier. They agree to pay the full cost of our medical in the first year of the contract but insert poison pills that result in healthcare cuts down the line. Under today's longer term contracts, the results can be a disaster.

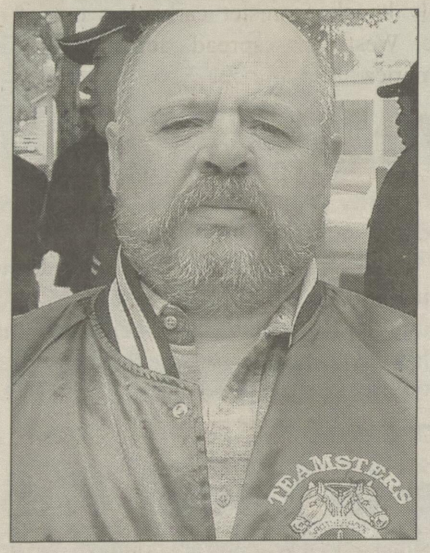
Learning the Hard way

Some working Teamsters are learning this lesson the hard way. In recent contract negotiations with Waste Management—a Teamster employer that has aggressively pushed to shift healthcare costs on to employees—officials from Local 396 in Southern California bargained increases in healthcare contributions of just three to five percent a year.

With healthcare costs expected to rise by as much as eight and twelve percent a year, Local 396 members will have to make up the difference by paying out of their pockets.

"By the end of our contract, we'll be paying $200 or more a month for our health benefits. That's like taking a wage cut of $1 an hour," said Pedro Pelayo, a driver who was part of a rank-and-file effort to reject the contract that fell one vote short.

Teamsters at the affected Waste Management yards have joined TDU and are networking with Local 396 Teamsters in Los Angeles to make sure they don't suffer the same fate when their contract is negotiated this fall.



$200 a Month

"By the end of our contract, we'll be paying $200 or more a month for our health benefits. That's like taking a wage cut of $1 an hour."

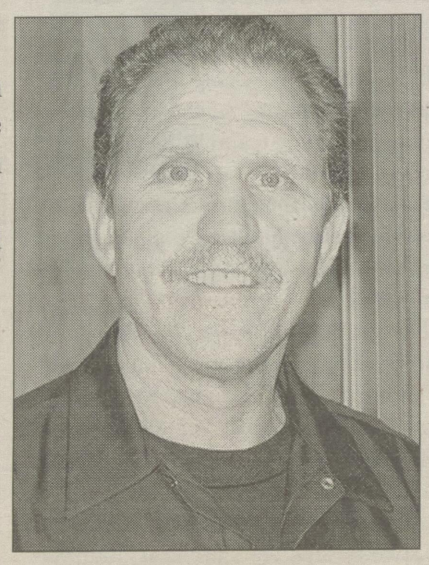
Pedro Pelayo
Waste Management
Local 396
Los Angeles

We Came In Prepared

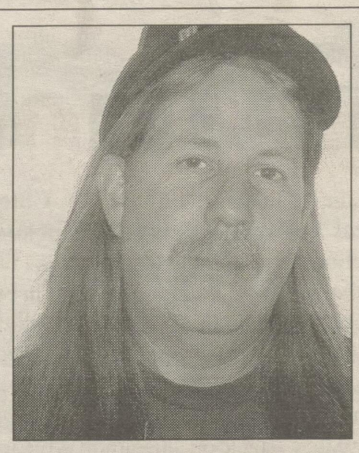
"We checked with our fund in advance and we knew what we needed to negotiate to maintain our benefits.

"We informed the members and stayed united—and we won."

Steve Savidge
Fordham Univ., Local 805
New York



Model Language To Protect Benefits



"To protect ourselves from rising healthcare costs, the first thing we did was request a projection of healthcare increases from our health trust, to get a ball park figure on how much our health coverage would increase in cost. That way we could bargain enough money for our benefits.

"If healthcare doesn't go up as much as expected, the unused money shouldn't go to the company. So we bargained unique language to divert any leftover money to our wages and pension."

Mike Waine, Local 174
Allied Waste, Seattle

Protecting Your Benefits

Fortunately there are steps that working Teamsters can take to protect their benefits at the bargaining table.

The first step is to find out before bargaining begins how much your healthcare benefits are projected to cost.

At the request of the union bargaining committee, the health and welfare fund will provide a written statement projecting the contributions that will be needed to maintain the desired level of benefits for the length of the contract.

Stewards or other members should make sure the bargaining committee gets all the information in writing that's needed to formulate your bargaining demands.

"We knew healthcare would be a big issue in our contract negotiations and we came in prepared. Many other employees here pay for part of their healthcare so they pushed hard for us to start paying too," said Steve Savidge, a member of Local 805 at Fordham University.

"But we had checked with the fund in advance and knew what we needed to negotiate to maintain our benefits. We informed the members and stayed united—and we won," Savidge said.

Contract Language That Protects You

It used to be standard for our union to negotiate full "Maintenance of Benefits" (or "MOB") clauses that required the employer to pay the full cost of any increases needed to maintain healthcare benefits for the life of the contract.

Employers are increasingly resisting "MOB" and demanding a cap on annual healthcare increases. For example, an employer may agree to pay up to 8 percent more for healthcare each year. Any increases over that amount have to be paid by the members.

Logically, Teamster locals have responded by pushing for high caps. But there's a problem with that approach, too as Mike Waine, a Local 174 steward at Allied Waste, points out.

"In past contracts, we negotiated annual increases, but if the cost of healthcare went up less than expected then the company would pocket the difference for themselves," Waine said. "In our last negotiations, we said the money we bargain to cover healthcare increases is part of our overall economic package. If there's anything left over, that money should go to the members."

And thanks to an innovative approach proposed by Dan Scott, Mark Babcock and the bargaining committee members, that's just what will happen under the contracts Local 174 bargained last year with Allied Waste and Waste Management.

Last fall, Local 174 members won major annual increases in healthcare contributions for their medical, dental, and vision benefits—starting with 12 percent in year one of the contract and going up each year.

At the end of each year, if healthcare goes up less than the maximum negotiated, the union holds a vote and members decide how to divide the surplus between wage and pension increases.

In the first year of the agreement, healthcare costs went up by far less than 12 percent and Local 174 members voted themselves an additional 50 cent wage increase. That's on top of the regular wage and pension increases negotiated in the contract.

"In the past, that money would have been kicked backed to the company. Thanks to this contract language, that money went to us," Waine said.

Contact TDU for Help

If protecting your health benefits is an issue, Teamsters for a Democratic Union can help. Contact us for sample contract language and advice for how to prepare for your contract negotiations.

Critical Fight to Protect Healthcare, Build Union Power in Waste

Waste Management Locks Out 500 Teamsters in Oakland

As Convoy goes to press, Waste Management has locked out 500 Teamsters in Oakland, Calif. for refusing to give in to company demands that they pay a larger share of their healthcare benefits.

The lockout by Waste Management is a calculated attack on our union's efforts to build Teamster power in the wastehaul industry. It requires an equally strong response by our International Union and the solidarity of every Teamster.

The Waste Management lockout is a calculated attack on our union. It requires a strong response and the solidarity of every Teamster.

The company locked out 500 Local 70 Teamsters two days before the July 4 holiday and brought in 200 scabs to perform union members' jobs.

The media reports that garbage is "piling up" in Alameda County and that "stinking garbage is getting riper." Local 70 has offered to renew the current contract under the same terms, but the company has remained intransigent in its demands.

"Our goal is to renew the old contract for another five years," Local 70 Secretary-Treasurer Chuck Mack told the press. "We aren't asking for anything new."

Dress Rehearsal for LA

Oakland Mayor Ron Dellums says that Waste Management's lockout of Local 70 Teamsters is a "dress rehearsal" for upcoming contract negotiations with Local 396 in Los Angeles.

This fall, Local 396 will negotiate contracts covering nearly 2,000 wastehaul Teamsters in Los Angeles County.

Management has waged a cynical media campaign to try to convince the public that the lockout is motivated by the company's "safety concerns." The truth is that it is part of a national drive by the corporation to force Teamsters to pay more for our healthcare and to undermine union organizing efforts across the industry.

Our Teamsters Union did not start this fight—but it is critical that we win it.

It's time for our union to draw the line and tell Waste Management, "Don't Trash Our Healthcare."

Local 70 Teamsters picket scab trucks in Oakland. Photo: David Bacon

IBT Cannot Give Up on Western Carhaul

Organizing in the trucking industry—including carhaul—is critical for our union's future. Look at what's happening out West to see why.

Hadley has shut the doors in Northern California. United Road Service (URS), a nonunion carrier, continues to eat our lunch. Rumor is that Hadley may close in Southern Cal soon. Now that Hadley's owner, Ron Burkle, owns 60 percent of the industry and is running Allied 17.5 percent below union scale, he can be choosy about bidding on traffic. When Hugh Sawyer ran Allied, one of his first moves was to stop bidding on traffic in the West; then he closed most of the Western terminals.

If you drive I-5 from Canada to Mexico, you will see more nonunion than union carhaul rigs. This is the only place in North America where Teamster carhaulers are in the minority.

PMT (Jack Cooper) continues to bid on new traffic in California, and recently got some new Toyota work. But URS, Sierra Mountain and other nonunion outfits keep coming. We need to organize, not a one-time blitz, but on a consistent, long-term basis, or this cancer will not only knock Teamster carhaulers out of the West, but spread across North America.

At the Movies: Sicko Is Greato

by Mike Ruscigno
Local 802
New York

What's great about *Sicko*, the new movie by Michael Moore, is that it clearly shows how the pharmaceutical and insurance industries are running a scam on every one. And, while covering such a life-and-death topic, the movie manages to be a lot of fun.

The first half of the movie follows the lives of a variety of everyday folks, all of whom have health insurance with major companies. It shows, up close and personal, the problems they face trying to get medical treatment. Like so many of us have experienced, their claims are denied. It's like Darth Vader created the list of reasons to be denied—and the list stretches into the next galaxy.

The movie then takes us to Canada, England, France and even to Cuba. Health care in these countries is compared to healthcare in the U.S. What's funny is watching Michael Moore sneak around the MRI machines in an English hospital while he looks for the billing department. He never finds it because it doesn't exist.

Every other industrial country like ours already enjoys universal health care. Doctors and patients, including Americans living in France, explain how it works.

Moore talks with doctors in England and France who treat patients all day without considering whether a patient has good insurance coverage or not. He talks money with a doctor in England, who explains that he can get a bonus for healing patients. But in the U.S., they would get a bonus for saving the insurance company money. Then they could make more for pushing the pharmaceutical company's newest drugs.

This half of the movie shows us the solution is at hand: just look at England, France, Canada or other countries.

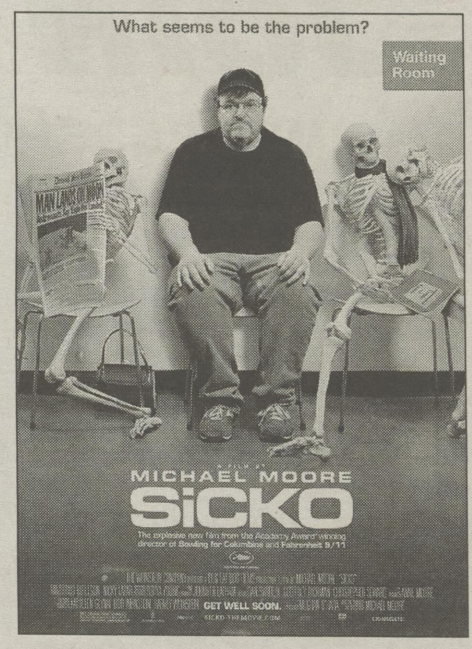
Typical of Michael Moore, he spins us around with the unexpected. The next thing we see is a boat load of 9-11 rescue workers calling for medical care outside the fences at Guantanamo where enemy combatants are detained. Here, Moore explains, enemy combatants get the best health care the U.S. has to offer—while some 9-11 rescue workers are denied health care.

Moore snoops around for the billing office in a British hospital. He can't find it—it doesn't exist.

Moore keeps us laughing with his crazy humor. After watching the movie, I realized George Bush and the insurance companies wish they could lock Moore in Guantanamo.

Ever since his first movie *Roger and Me*, he has been viewed as an enemy combatant for his use of freedom of speech. He's shown us the problem when we put profit before people. Nowhere is that more important than in health care, which should be a basic right.

The AFL-CIO and lots of unions are promoting *Sicko*, and for good reason. Millions of Americans need to see this movie, and talk up the issue. We can put the issue of universal quality health care on the map well before 2008.



Sicko did so well the first weekend that 300 additional theaters are screening it, so it's sure to be playing near you.

Sicko insures us that we have preapproval to cure the health care problem, and get on the path to recovery as we fight for universal health care.

UPS Contract Deal Will Affect Every Teamster

The 2002 "Best Contract Ever" resulted in the worst pension and benefit cuts in Teamster history.

Now we have the chance to win a contract that will increase union power for every Teamster.

Will our union make UPS deliver?

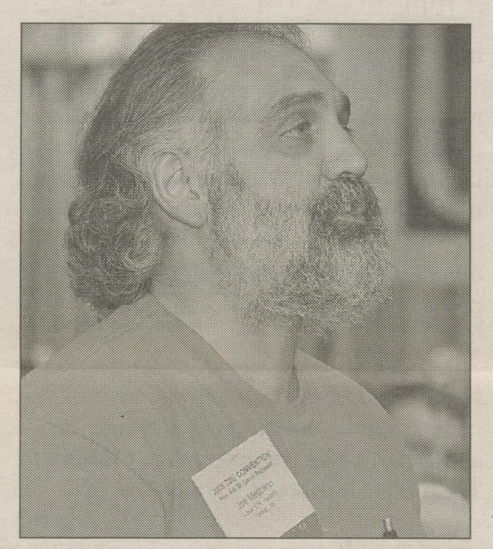
Hold Out for the Right Deal

"We've got to make UPS deliver on this contract. Early bargaining gives us leverage—we shouldn't settle short like we did in 2002.

"As UPSers, we need to stand united and hold out for the right deal."

Toni Jackson
UPS, Local 667
Memphis, Tenn.

Don't Split Our Funds



"UPS will set the pace for the freight contract next year.

"Our union should make the message loud and clear: We want to strengthen our pension funds, not split them up. It's time to mobilize our union to win a strong contract at UPS and get ready for freight."

Joe Medrano
USF Holland, Local 614
Pontiac, Mich.

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___ $40 one-year membership & subscription to *Convoy Dispatch*

___ $95 three-year membership fee

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___ $25 for retirees. Retired from Local _____

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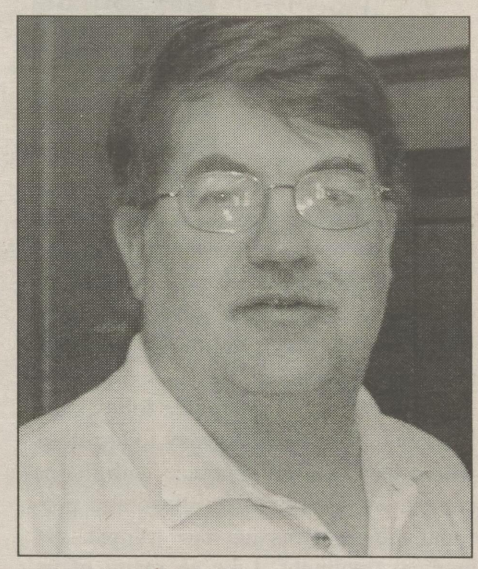
TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

Proud To Be TDU

"I'm proud to be a TDU member. I joined because TDU members are the ones raising the contract issues that matter to me. Hoffa and Hall are keeping us in the dark. TDU works to inform and unite members to win a strong contract.

"Through TDU, I'm part of a network of Teamsters that care about building a stronger union. Together, we can make UPS and our union officials deliver the contract we deserve."

Steve Stewart
UPS, Local 638
Minneapolis